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[illegible]

Ministry of Justice, Building 400 032, dated 27th February, 1939.

Answer: **False**

- (i) Government Resolution, Education and Youth Service Department, No. EHC 1070/419/KX-XCI, dated 11th June 1978 read with Appendix attached hereto;
- (ii) Government Resolution, Education and Youth Service Department, No. USG 117/12957/XCXII (C&D), dated 25th October, 1977;
- (iii) Government Resolution, Education and Youth Service Department, No. USG 117/31016/XCXII (C&D), dated 13th January 1978;
- (iv) Government Resolution, Education and Youth Service Department, No. USG 117/12957/XCXII (C&D), dated 7th February 1978;
- (v) Government Resolution, Education and Youth Service Department, No. USG 117/24383/XCXII (C&D), dated 3rd April, 1978;
- (vi) Government Resolution, Education and Youth Service Department, No. USG 117/24383/XCXII (C&D), dated 27th June, 1978;
- (vii) Government Resolution, Education, Employment and Youth Service Department, No. USG-1177/17610/XXXII (C&D), dated 16th March, 1979;
- (viii) Government Resolution, Education, Employment and Youth Service Department, No. USG 117/151709/XXXII (C&D), dated 6th April, 1979;
- (ix) Government Resolution, Education and Employment Department, No. MES-1000/USG 117/126187/XXXII (C&D), dated 29th May, 1980;
- (x) Government Resolution, Education and Employment Department, No. USG 117/12227/1059/XXXII (C&D), dated 30th June 1980;
- (xi) Government Resolution, Education and Employment Department, No. USG 4200/15792/275/KXXII (C&D), dated 18th September, 1980;
- (xii) Government Resolution, Education and Employment Department, No. NGC 2000/100204/3987/UNI-2, dated 1st June, 1981;
- (xiii) Government Resolution, Education and Employment Department, No. HCC2000/100204/3987/UNI-2, dated 1st September, 1981;
- (xiv) University Grants Commission's D. O. letter No. P-1-11783(CP), dated 17th January, 1984;
- (xv) Government Resolution, Education and Employment Department, No. USG 4200/15792/275/UNI-4, dated 18th April 1984;
- (xvi) University Grants Commission's Notification No. P-1-11783 (CP), dated 23rd November 1983 "about revised Formal Education";
- (xvii) Government Resolution (in Marathi), Education and Employment Department, No. USG 1175/172820 (213)/UNI-4, dated 11th May, 1987;
- (xviii) Government of India, Ministry of Human Resource Development, Department of Education, letter No. P-1-21/87-UI, dated 17th June 1987;
- (xix) Government of India, Ministry of Human Resource Development, Department of Education, letter No. P-1-21/87-UI, dated 22nd July 1988;
- (xx) University Grants Commission's D. O. letter No. P-1-22/94(CPP)/VOL-III, dated 20th November 1988.

RESULTS

Government had approved the implementation of revised pay scales for University and College teachers with effect from 1st January 1973 by Government Resolution, Education and Youth Services Department No. USO 117/128387/XXXII (CELL), dated 25th October, 1977 and by Legislation and Physical Education Staff by Government Resolution, Education and Employment Department, No. USO-4289/157972/4275/UNT-4, dated 18th April 1984. After appointment of the Fourth Pay Commission for Central Government employees, the University Grants Commission had appointed a Committee under the Chairmanship of Prof. Mahindra to examine the present structure of emoluments and conditions of service of University and College teachers. After considering the Mahindra Committee's Report the University Grants Commission submitted its recommendations to the Government of India in February 1987. After examination of the Report, Government of India evolved a scheme of pay revision for the University and College teachers and other members for improvement of standards in higher education. By their letter, dated 17th June, 1987 and subsequent letters, dated 7th September, 1987 and 22nd July, 1988, the Government of India recommended to the State Government to implement this scheme. The question of implementing Government of India's scheme of revision of pay scales of University and College teachers and other relevant guidelines and

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institutions invited by U.O.C. have been in close contact with the Government. After careful consideration of the Government of India's Package Scheme, 1956 for the improvement of standards in Higher Education and after an agreement with the Maharashtra Federation of University and College Teachers Organisation, the State Government has now decided to implement the terms and conditions of service as indicated below:—

2. **Overhaul.**—The revised scales and other measures for improvement of standards in higher education are applicable to all categories of full-time teachers employed by the non-Agricultural Universities, Government and non-Government Colleges in the faculties of Arts, Science, Commerce and Education, in the State, Government Institutes of Science/Government Institutes of Management Studies/Social Sciences. The revised scales of pay are also applicable to the teachers/librarians/instructors of Physical Education/Directors of Physical Education in the affiliated unaided colleges of Arts, Science, Commerce, and Education in the State. However, these colleges will not be entitled for any financial assistance from the State Government and will be the same with the unapproved (not covered under 100 per cent salary grant) parts in affiliated aided colleges and the non-Agricultural Universities in the State. The revised scales are not applicable to teachers who retired on or before 31st December 1955 and who worked on re-employment on that date including those whose period of re-employment was extended after that date.

3. **Date of Effect.**—The revised scales of pay will be implemented with effect from 1st January 1956.

4. **Pay scales.**—The revised scales of pay effective from 1st January 1956 are given in Appendix I.

5. **Formula of Fixation of Pay.**—The formula and principles for fixation of pay of teachers in the revised scales shall be as indicated in Appendix II. The pay of the individual teacher and the date of increment should be fixed in accordance with such formula and principles.

6. **Option for the revised scales of pay.**—Within a period of three months from the date of the issue of this Government Resolution, the teachers/Librarians/Physical Education staff will have to opt in the prescribed form (Appendix III) for the revised pay scales. The teachers opting for the new scales will have to enter into an agreement as mentioned in Appendix IV with the University/College Management about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within the period of three months from the date of issue of Government Resolution shall be deemed to have opted for the revised scales.

Note.—(1) The teachers/Librarians/Directors of Physical Education who were in service on 1st January 1956 and who were not in service after 1st January 1956 on account of termination, death, discharge on the expiry of the sanctioned period, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time-limit will be deemed to have opted for the revised scales of pay with effect from 1st January 1956 and should be held entitled to the benefit of these scales.

7. **Recruitment and Qualification.**—Recruitment to the post of Lecturers, Readers and Professors, Librarian and Physical Education Staff in the existing pay-scale of Rs. 700—1,600 in Universities and that of Librarian/Physical Education staff in Colleges shall be on the basis of merit through All India Advertisement and Selection, provided that the incumbents who fulfil the criteria prescribed in this Government Resolution will be eligible for promotion to the post of Readers.

8. The minimum qualifications required for appointment to the post of Lecturers, Readers and Professors, Librarian and Physical Education Staff in the existing pay-scale of Rs. 700—1,600 will be those prescribed by the University Grants Commission from time to time. Generally the minimum qualifications for appointment to the post of Lecturer in the pay-scale of Rs. 2,200—4,000 shall be Master's degree in the relevant subject with at least 55 per cent marks or its equivalent grade and good academic record.

9. Only those candidates, who, besides fulfilling the minimum qualifications prescribed for the post of a Lecturer, Librarian and Physical Education Staff, have qualified in a comprehensive test to be conducted for the purpose, will be eligible for appointment. The detailed scheme for conducting the test including its design, the agencies to be employed in the conduct of the test, content, administration etc. will be worked out by the University Grants Commission keeping in view the requirement of the media of instruction followed by the different Universities and Colleges and other relevant considerations. For purposes of recruitment to the post of Lecturer/Librarian/Director/Instructor of Physical Education in Colleges and Principals of Colleges, the composition of the Selection Committee has already been laid down in Appendix accompanying Government Resolution, Education and Youth Services, Department of Higher Education, U.O. 117/12936/XXXX (C), dated 25th October, 1957. The same provisions should continue to be in operation till it is suitably replaced by the comprehensive test to be prescribed by the University Grants Commission. In order to enable all the members of the Selection Committee to attend the meeting a minimum notice of fifteen days from the date of issue of letter is necessary. Universities are requested to evolve, if they have not evolved, a reasonable qualified system of selection for the purpose of selection to the post of Lecturer/Assistant Librarian/Deputy Librarian/Director/Deputy Director of Physical Education/Principal, till the details of the comprehensive test is received from the University Grants Commission. Such selection system should be followed by the aforesaid Selection Committee to ensure minimum standards.

10. Further selection of teachers/Assistant Librarian/Deputy Librarian/Director/Deputy Director/Assistant Director of Physical Education in the Universities, shall continue to be made in accordance with the provisions in the respective University Acts and the Statutes made thereunder, till University Grants Commission communication is received.

11. In order to encourage research, in continuation of Post-graduate studies, candidates, who, at the time of their recruitment as Lecturers/Librarians/Physical Education Staff possess Ph.D. or M.Phil. degree, will be sanctioned three and one advance increments respectively in the scale of Rs. 2,200—4,000 along with the benefit of corresponding years

of service for the purpose of promotion. The existing incumbents in similar posts and those similarly situated recruited in future will be eligible for a similar benefit in the case of promotion as and when they acquire postgraduate degrees, but will not be eligible for a similar benefit. Existing incumbents with research degrees will also be eligible for a similar benefit.

11. The revised scale of pay of tutors and demonstrators is for the existing incumbents of the posts in the Universities and Colleges. There shall be no future recruitments to this category.

12. **Career Advancement.** - Every Lecturer/Assistant Librarian/Reader/Director/Instructor of Physical Education/Assistant Director of Physical Education, in the existing scale of Rs. 700-1,000 will be placed in a senior scale of Rs. 3,000-5,000 if he/she has -

- (a) completed 8 years of service after regular appointment with relaxation as provided in para. 10 above;
- (b) participated in two semester correspondence courses, each of approximately 4 weeks' duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission;
- (c) consistently satisfactory performance appraisal reports.

Explanation. - All such incumbents in the existing scale of Rs. 700-1,000, who have completed 8 years of service on 1st January 1986, will be placed through a process of selection, selection as indicated below, in the scale of Rs. 3,000-5,000. The benefit of service provided in para. 10 will be available for the initial placement also.

13. Every Lecturer, Librarian and Physical Education staff in the senior scale will be eligible for promotion, to the post of Lecturer (Selection Grade)/Reader/Deputy Librarian/Deputy Director of Physical Education in the scale of pay of Rs. 3,700-5,700 if he/she has -

- (a) completed 8 years of service in the senior scale provided that the requirement of 8 years will be relaxed if the total service of the lecturer is not less than 16 years;
- (b) obtained a Ph. D. degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula etc.

OR

made significant contribution to the development of Library Services/Physical Education in University as evidenced by self-assessment reports of referees, professional improvement in the Library Services/Physical Education activities, etc., as the case may be;

- (d) participated in two semester correspondence courses, each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission, after placement in the senior scale; and
- (e) consistently good performance appraisal reports.

14. Promotion to the post of Lecturer (Selection Grade)/Reader/Deputy Librarian/Deputy Director of Physical Education will be through a process of selection by a Selection Committee to be set-up under the Statutes of the University concerned, in accordance with the guidelines to be laid down by the University Grants Commission. The posts of Lecturers (Selection Grade)/Readers/Deputy Librarians/Deputy Directors of Physical Education, will be created for this purpose by upgrading a corresponding number of posts of lecturers in the Universities and Colleges.

15. Those incumbents in the senior scale who do not have Ph. D. degree or equivalent published work and who do not meet the scholarship and research standards or other criteria of a Reader/Deputy Librarian/Deputy Director of Physical Education, but fulfil the other criteria mentioned in para. 13 above and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs. 3,700-5,700 subject to the recommendation of the Commission mentioned above. They will be designated as Lecturers/Assistant Librarians/Assistant Director of Physical Education in the Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They would offer themselves for a fresh assessment after obtaining Ph. D. and/or fulfilling other requirements for promotion as Reader and if found suitable, could be given the designation of Reader/Deputy Librarian/Deputy Director of Physical Education, as the case may be.

The University Grants Commission would create suitable criteria for creation of more posts of Professors and Readers in the Universities and Colleges. These guidelines, as and when communicated by the University Grants Commission, will be considered by the State Government.

16. The Librarians who were in service on or before 31st December 1972 and who are not fulfilling the condition of qualifications as prescribed by the University Grants Commission, but who are entitled to the revised pay-scale of Rs. 2,200-4,000 with effect from 1st January 1986 shall not be allowed to count their service prior to 1st January 1986 for the purpose of progression to the post in senior scale or in selection grade.

17. The number of posts of Lecturers/Assistant Director/Deputy Director/Director/Instructor of Physical Education/Assistant Librarian/Librarian up the pay-scale of Rs. 700-1,000 held by the persons who are entitled to be eligible for the senior scale or promoted through process of selection as designated Reader/Lecturer (Selection Grade) or equivalent designation as mentioned in the Government of India's scheme; will depend upon the availability of suitable persons in a particular category. The number of posts will vary from year to year on account of resignation, death, superannuation, promotion and fulfillment of conditions by the persons yet to be assessed/selected for the respective pay-scale. The Universities and colleges should take annual review and take further action on per the procedure prescribed in this Government Resolution.

14. **Continuing Education**—Participation of teachers in regular intervals in appropriate continuing education programmes is envisaged as an integral part of the professional development of teachers. The University Grants Commission, the India Council National Open University, the State Governments and other appropriate agencies will be advised to take steps to introduce programmes of continuing education for this purpose through a variety of means. While there cannot and need not be any rigid requirement of participation in formal programmes, evidence of commitment of continuing education of any recognised means, as may be specified by the University Grants Commission, will be an essential requirement for career advancement. Funding the organisation of such programmes on the quality and on the scale required for giving effect to the implementation of the measures envisaged in para. 21 of Appendix I of the Charterment of India scheme, relaxation from the requirements of participation in such programmes for specified periods and for specific categories of posts will be granted by the University concerned in accordance with guidelines to be laid down by the University Grants Commission.

19. **Performance Appraisal of Teachers**—Regular and systematic appraisal of performance of teachers shall be considered as an essential element in the Management of Education and this has been taken into account in the design for the career development of teachers. Under Government Resolution, Education, Employment & Youth Services Department, No. M-12-1986/OSG-1177/139387/XCXXII (C&H), dated 24th May 1980, Government had prescribed the self-assessment form for teachers, to be used as a regular feature every year for their self-assessment. Until the respective Universities have framed, as per the guidelines issued by the University Grants Commission, the necessary statutes relating to the procedure (including the composition of screening/selection Committee) for promotion to the senior scale/selection grade, existing Assessment Committee (constituted to assess the performance of a teacher before he is allowed to draw the increment after the stage of Rs. 1,300 in the existing pay-scale of Rs. 700 - 1,600) including a representative of the Director of Education (Higher Educational), Maharashtra State, Pune, wherever not already included be entrusted with the implementation of the process of selection for promotion to the senior scale as well as selection grade. While considering the placement of teachers in senior scale and selection grade the concerned Assessment Committee/Selection Committee would take into consideration the performance of a teacher as reflected in this self-assessment form and all such recommendations should be forwarded by the Universities concerned to the Director of Education (Higher Educational), Maharashtra State, Pune.

20. The University Grants Commission had appointed a Task Force to formulate the guidelines for the evaluation of performance of teachers taking into account the statement contained in the National Policy on Education, 1986. The University Grants Commission has already circulated the report of the Task Force for adoption by the Universities as well as by the State Governments. However, till it becomes operational, the existing screening mechanism/selection procedure or those prescribed on a provisional basis by the University/State Government will apply to all placement/promotions to the Senior Scale/Selection Grade Lecturers and Readers.

21. Government is also pleased to direct that after a period of three years from the date of issue of this Government Resolution, it will, in consultation with the University Grants Commission, review the operation and functioning of the performance appraisal system and the effectiveness of the measures created therefor and take suitable remedial measures in consultation with the University Grants Commission.

22. **Work-Load**—12 (1)(A) Teachers in University/College will have a work-load of not less than 40 clock hours in a week.

(1)(B) (a) Out of the 40 clock hours mentioned in (A) above, a teacher in an affiliated college should be present on the official premises of the college for about 20 to 24 clock hours in a week (about four clock hours on an average).

(b) Out of the time that a teacher in an affiliated college is present on the official premises of the college as mentioned in (a) above, the time spent on lecturing, tutorials, practicals, demonstrations would be as follows :-

(i) 17 lectures + 3 Tutorial/practicals = 20 x 30 minutes = 600 minutes.

In case of subjects under the science faculty 20 periods of 30 minutes each would include both lectures and practicals as well as tutorials, if any.

(ii) If, unfortunately, tutorials are not held, then 18 lectures of :- 900 minutes.

50 minutes each = 900 minutes.

20 lectures of 45 minutes

(2) In case of demonstrators/tutors, if any, doing purely practical/demonstration work or tutorials, the norm regarding work-load will be 20 practical/demonstrations or tutorials of 30 minutes each.

(3) The residual time of which a lecturer, demonstrator/tutor in an affiliated college should be present on the official premises of the college [vide 1(a) above], should be devoted to seminars, co-curricular activities, extension work, testing/interview examinations, etc., as may be decided by the University.

(4) Keeping in view the regulation of the University Grants Commission vide No. F. 1-47/133(C.P.), dated 25th November 1985, and guidelines circulated by their letter No. F. 1-24/84(C.P.P.) Vol. III, dated 18th-25th November 1988, the University should prepare a suitable pattern of work-load for University teachers from the academic year 1989-90.

(5) The rate of remission in work-load of a teacher who is teaching both under-graduate and post-graduate classes and work-load for the Principal/Vice-Principal and Head of the Department, shall be same as prescribed vide Government Resolution, dated 1st June 1981 and 1st September 1981 except that the duration of a period may be either 45 minutes or 50 minutes as the case may be. In other words, the total number of periods prescribed for a post of Principal/Vice-Principal/Head of the Department shall remain the same.

(6) The staffing pattern (work-load pattern) for colleges of Education prescribed vide Government letter No. STC-3279/19472(407/79)XCVII, dated 1st July 1980, will continue to operate. As per this staffing pattern, one teacher is admissible for each 10 students duly permitted by the State Government in addition to the post of Principal.

23. *Protection to teachers.*—The above revised workload should be implemented without additional staff. It should also be ensured that the services of permanently approved full-time teachers, members of similar teacher who have been approved on hourly basis, working in their respective colleges are not terminated merely on the ground that they have been rendered surplus as a result of the revised work-load. Such permanently approved teachers full-time or part-time or hourly basis teachers will be absorbed as such, in case of their being in the same college or any other affiliated college in the District against any fresh vacancies or additional work-load which may be created in future.

The detailed mechanism regarding operation of absorption of such surplus staff will be communicated separately.

24. *Vacation.*—The illustrative calendar for an academic year as laid down in sub-para (VI) of Para 1 of Government Resolution, Education and Youth Services Department No. USQ. 1177/12987/XXXII(CELL), dated 25th October, 1977 would continue to be in operation in future also. The number of actual teaching days in an academic year in a University or constituent or affiliated colleges of the University should not, however, be below 120 days excluding the programme days and examination days. The teaching days shall be those days on which classes such as lectures, tutorials, seminars, laboratory work, are conducted. The admission work as well as the examination work should be so arranged by the Universities so as to enable the Principals to complete the same, during the vacations.

25. *Other conditions of service.* The period of probation of a teacher shall not exceed a period of 24 months of continuous service. A Lecturer appointed on probation should ordinarily be confirmed only after he/she has completed an appropriate short-term orientation programme and his/her performance appraisal reports are satisfactory. The University Grants Commission has been requested to make arrangements to ensure that facilities are available for organising orientation programmes to cover all lecturers appointed in and after the academic year 1988-89.

26. *Superannuation and re-employment.*—The age of superannuation for teachers should be 60 years and thereafter no extension in service should be given. However, it may be open to a University or a College to re-employ a superannuated teacher according to the existing guidelines framed by the University Grants Commission, upto the age of 65 years. However salary expenditure for such re-employed period beyond 60 years of age will not be held admissible for purposes of grant-in-aid. The age of superannuation of teachers in Government Colleges and Institutions of Sciences will, however, continue to be 55 years as hitherto before.

27. *Grievance Redressal Mechanism.* Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and Colleges, according to the guidelines to be issued separately.

28. *Code of Conduct.*—The University Grants Commission has been asked to prepare a code of professional ethics for University and College teachers. Till such a uniform code of professional ethics is evolved, the Code of Conduct already drawn up by the Universities in the State for its teachers as well as for those in affiliated Colleges, consistent with the rules mentioned in the Government Resolution should be held applicable to the University and College teachers.

29. *Fixation of pay and pending claim for payment of arrears.*—The Universities should be requested to initiate action to frame suitable statutes under a relevant provisions of the respective Universities Acts of 1974 with a view to implementing the scheme of revision of scales of pay of their own teachers as well as of teachers in constituent and affiliated colleges, after keeping in view the provisions contained in this Government Resolution.

30. The University/College authority should initiate action for fixing the pay of each individual teachers after completing the necessary formalities of obtaining an agreement and an option for each teacher for coming over to the revised scale vide para 8 above. The pay of a teacher as well as the arrears that would be due to him should then be worked out in the forms to be prescribed by the Director of Education (Higher Education), Maharashtra State, Pune. This pay fixation including the amount of arrears payable to a teacher, should be got approved from the concerned Regional Administrative Officers, Higher Education Grants. Since, the revised scales of pay will be implemented with effect from 1st January 1988, 50 per cent of the arrears on account of implementation of revised scales of pay would be given to the teachers in cash and the remaining 50 per cent would be credited to the General Provident Fund accounts of the respective teachers. The concerned teacher would be allowed to withdraw this amount credited in General Provident Fund accounts, after a period of 3 years, except in cases of retirement, death and resignation.

31. The University/College shall submit a statement of expenditure every month on account of revision of scale of pay of University/College teachers to the Director of Education (Higher Education), Maharashtra State, Pune in the prescribed form.

32. The Universities should be requested to initiate action to frame suitable statutes under the relevant provisions of the respective Universities Acts, 1974, and take immediately all appropriate steps which may be required to implement this package scheme and scheme of revision of pay scales for the maintenance of standards in Higher Education, for their teachers and college teachers. The Vice-Chancellors of all the non-agricultural Universities in the State are requested to ensure that no part of this scheme remains unimplemented or not implemented effectively for want of guidance in the form of statutes, ordinances, regulations, rules and orders as may be required.

33. The Director of Education (Higher Education) shall implement the scheme of University Grants Commission recommended revised scales of pay for University/College teachers/Librarians/Directors of Physical Education/Instructors of Physical Education. The Regional Administrative Officers, Higher Education Grants of the concerned region, shall be the authority for fixation of pay and authority for recommending arrears claim to the office of the Director of Education (Higher Education). The Director of Education (Higher Education) should also prescribe a procedure of keeping separate account of the expenditure on account of revision of pay scales for the purpose of claiming central assistance.

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Procedure to be adopted by the Universities and Director of Education (Higher Education), Maharashtra State; The Director of Education (Higher Education), Maharashtra State; The Accountant General, Maharashtra-I, Bombay and the Accountant General, Maharashtra-I, Bombay should be requested to credit the Government of India's share under Budget Head 1602 General Education from Central Government Education.

33. The Additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and non-Government Colleges as on 1st January 1986 shall be shared for the period from 1st January 1986 to 31st March 1990 between the Government of India and the State Government in the ratio of 80:20. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1st January 1986 will be treated as post existing as on 1st January 1986 for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 1st January 1986 shall be borne entirely by the State Government. The Universities and non-Government Colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of Education (Higher Education), Maharashtra State, has not been obtained by them.

36. Budget Heads: The expenditure on this account should be debited to the following sub-heads and detailed heads of expenditure under the budget head "2202-General Education" as under:

- (A) 01, University and Higher Education--
 - (i) 102, Assistance to Universities
 - (j) (a) Grants to Universities for General Education (2202 0663)
 - (j) (a) Grants for improvement of salary scales (2202 0092)
 - (ii) 103, Government Colleges and Institutions
 - (j) (a) Government Arts Colleges (2202 0712)
 - 01, Salaries
 - (iii) 103 (iv) Government Science Colleges
 - (a) Government Science Colleges (2202 0722)
 - 01-Salaries
 - (iv) 103 (iv) Government Commerce Colleges -
 - (a) Government Commerce Colleges (2202 0834)
 - 01-Salaries
 - (v) 104 Assistance to non-Government Colleges and Institutions
 - (j) (a) Assistance to non-Government Colleges
 - (i) (a) Grants for introduction of U. G. C. scales (2202 0881)
 - (B) 02, Secondary Education
 - (i) 105 Teachers Training
 - 105 (i) (a) Government Colleges of Education (2202 0722)
 - (ii) 105 (ii) (a) Assistance to non-Government Colleges of Education
 - (i) Improvement of salary scales (2202 0115)

37. These orders bear with the sanction of the Finance Department vide their official reference No. CR 119/SAR/10, dated 27th February 1989.

By order and in the name of the Governor of Maharashtra,

V. A. PANDIT,
Deputy Secretary to Government.

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- The Secretary to the Governor, Raj Bhavan, Bombay.
 - The Private Secretary to the Chief Minister.
 - The Director of Education (Higher Education), Maharashtra State, Pune (with 300 spare copies for being supplied to Colleges).
 - The Director of Education, Maharashtra State, Pune.
 - The Director of Technical Education, Maharashtra State, Bombay.
 - The Director of Vocational Education and Training, Maharashtra State, Bombay.
 - The Administrative Officers for Higher Education Grants at Greater Bombay, Pune, Nagpur, Aurangabad, Kolhapur, Nashik and Amravati.
 - The Registrars of all non-Agricultural Universities in the State.
 - The Principals of all Government and non-Government Affiliated Colleges of Arts, Science and Commerce and Education in the State.
 - The Accountant General (Accounts), Maharashtra-I, Bombay.
 - The Accountant General, Maharashtra-I (Audit), Bombay.
 - The Accountant General (Accounts), Maharashtra-II, Nagpur.
 - The Accountant General, Maharashtra-II (Audit), Nagpur.
 - The Pay and Accounts Officer, Bombay.
 - The Planning Department.
 - The Finance Department.
 - The Medical Education and Drugs Department.
 - The Agriculture and Cooperation Department.
 - All other Departments of Maharashtra.
 - The Secretary to the Government of India, Ministry of Human Resource Development (Department of Education), New Delhi (By letter).
 - The Secretary, University Grants Commission, New Delhi (By letter).
 - The Private Secretaries to all Ministers.
 - The Personal Assistants to all Ministers of State.
 - The Personal Assistant to Chief Secretary.
 - The Education and Employment Department (Desks-UNI-1, UNI-2, UNI-2-A, UNI-3, UNI-3 (Call) and UNI-5, ADM-2, ADM-3, TE-1-A, TE-1-B, TE-3, TB-4 and BUD-2).
 - The Director General of Information and Public Relations, Bombay (with a request to issue a suitable Press Note and send 25 copies to the Department).

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	Minimum experience of 10 years of teaching—Under-graduate Class, post-graduate Class.	Rs. 1,300—40—1,800—100—2,000 125/2—2,500.	Rs. 4,500—150—5,700—200—7,300
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Note.—(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of pay of Rs. 4,500—150—5,700—200—6,300 till the date he/she fulfils the condition of experience. Afterwards he will be held eligible to draw the pay in the pay scale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 years as the minimum condition for future recruitments. The persons whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scale of pay as indicated in column 5.

4. The respective pay scales will be admissible to the concerned incumbents so long as he holds particular post admissible as per stabilized strength of students as indicated under column 2 above.

5. The strength of students as on 31st December 1972 shall be treated as stabilized strength and shall be reviewed only at the time of next revision of pay scale.

6. The Principal must have minimum weekly workload of actual teaching as specified in these orders.

V *Librarians and Physical Education Teachers*

University—

(a) *Library Staff—*

Serial No.	Designation of the post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
1	Assistant Librarian	700—40—1,100—50—1,400	2,200—75—2,800—100—4,000
2	Assistant Librarian (Senior Scale)	....	3,000—100—3,500—125—5,000
3	Assistant Librarian (Selection Grade)	....	3,700—125—4,950—150—5,700

Note.—The existing incumbents of the posts of Librarians who were in service on or before 31st December 1972 and who do not satisfy the qualifications laid down by the U. G. C. for the posts should be held entitled to the pay scale of Rs. 2,200—75—2,800—100—4,000 with effect from 1st January 1975.

1	2	3	4
		Rs.	Rs.
4	Dy. Librarian	1,200—50—1,300—60—1,900	3,700—125—4,950—150—5,700
5	Librarian	1,500—60—1,800—100—2,000 125/2—2,500.	4,500—150—5,700—200—7,300

(b) *Physical Education Staff*

1	Director of Physical Education	700—40—1,100—50—1,400	2,200—75—2,800—100—4,000
2	Director of Physical Education (Sr. Scale)	....	3,000—100—3,500—125—5,000
3	Director of Physical Education (Selection Grade)	....	3,700—125—4,950—150—5,700

Colleges—

(a) *Library Staff*

1	Librarian	700—40—1,300—50—1,800	2,200—75—2,800—100—4,000
2	Librarian (Senior Scale)	....	3,000—100—3,500—125—5,000
3	Librarian (Selection Grade)	....	3,700—125—4,950—150—5,700

Note.—The existing incumbents of the posts of Librarians who were in service on or before 31st December 1972 and who do not satisfy the qualifications laid down by the U. G. C. for the posts should be held entitled to the pay scale of Rs. 2,200—75—2,800—100—4,000 with effect from 1st January 1975.

1	2	3	4
		Rs.	Rs.
(b) <i>Physical Education Staff—</i>			
1	Director/Instructor of Physical Education	700—40—1,100—50—1,600	2,200—75—2,800—100—4,000
2	Director/Instructor of Physical Education (Senior Scale)	....	3,000—100—3,500—125—5,000
3	Director/Instructor of Physical Education (Selection Grade)	....	3,700—125—4,950—150—5,700

(C) Director/Instructor of Physical Education and Librarian/Instructor of Physical Education down for those posts in the pay scale of Rs. 700-20-700 and Rs. 1,400-30-1,400 respectively of their appointment. Details are given below :-

Serial No.	Designation of the post	Pay Band and Grade Pay
1 Librarian/Director of Physical Education/ Instructor of Physical Education.	(1) 425-15-500-EB-15- 500-20-700	1,400-30-1,400-EB-32- 1,400-30-1,400-EB-32
	(2) 550-25-750-EB-30- 900	1,400-30-1,400-EB-32- 1,400-30-1,400-EB-32
	(3) 700-40-1,100	2,200-75-2,200-EB-75- 2,200-75-2,200-EB-75
	(4) 700-40-1,100-30-1,300	2,200-75-2,200-EB-100- 2,200-75-2,200-EB-100

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	Minimum experience of 10 years of teaching—Under-graduate Class, post-graduate Class.	Rs. 1,300—40—1,800—100—2,000 125/2—2,500.	Rs. 4,500—150—5,700—200—7,300
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Note.—(1) Principal not fulfilling the condition of experience will draw pay in an equivalent scale of pay of Rs. 4,500—150—5,700—200—6,300 till the date he/she fulfils the condition of experience. Afterwards he will be held eligible to draw the pay in the pay scale mentioned in column 5 above.

(2) In case some Universities have prescribed less than 10 years of teaching experience, the same should be made 10 years as the minimum condition for future recruitments. The persons whose appointments as per such old condition of experience are approved by the concerned Universities shall be held eligible for the revised scale of pay as indicated in column 5.

4. The respective pay scales will be admissible to the concerned incumbents so long as he holds particular post admissible as per stabilized strength of students as indicated under column 2 above.

5. The strength of students as on 31st December 1972 shall be treated as stabilized strength and shall be reviewed only at the time of next revision of pay scale.

6. The Principal must have minimum weekly workload of actual teaching as specified in these orders.

V *Librarians and Physical Education Teachers*

University—

(a) *Library Staff—*

Serial No.	Designation of the post	Existing scale of pay	Revised scale of pay
		Rs.	Rs.
1	Assistant Librarian	700—40—1,100—50—1,400	2,200—75—2,800—100—4,000
2	Assistant Librarian (Senior Scale)	....	3,000—100—3,500—125—5,000
3	Assistant Librarian (Selection Grade)	....	3,700—125—4,950—150—5,700

Note.—The existing incumbents of the posts of Librarians who were in service on or before 31st December 1972 and who do not satisfy the qualifications laid down by the U. G. C. for the posts should be held entitled to the pay scale of Rs. 2,200—75—2,800—100—4,000 with effect from 1st January 1985.

1	2	3	4
		Rs.	Rs.
4	Dy. Librarian	1,200—50—1,300—60—1,900	3,700—125—4,950—150—5,700
5	Librarian	1,500—60—1,800—100—2,000 125/2—2,500.	4,500—150—5,700—200—7,300

(b) *Physical Education Staff*

1	Director of Physical Education	700—40—1,100—50—1,400	2,200—75—2,800—100—4,000
2	Director of Physical Education (Sr. Scale)	....	3,000—100—3,500—125—5,000
3	Director of Physical Education (Selection Grade)	....	3,700—125—4,950—150—5,700

Colleges—

(a) *Library Staff*

1	Librarian	700—40—1,300—50—1,800	2,200—75—2,800—100—4,000
2	Librarian (Senior Scale)	....	3,000—100—3,500—125—5,000
3	Librarian (Selection Grade)	....	3,700—125—4,950—150—5,700

Note.—The existing incumbents of the posts of Librarians who were in service on or before 31st December 1972 and who do not satisfy the qualifications laid down by the U. G. C. for the posts should be held entitled to the pay scale of Rs. 2,200—75—2,800—100—4,000 with effect from 1st January 1985.

1	2	3	4
		Rs.	Rs.
(b) <i>Physical Education Staff—</i>			
1	Director/Instructor of Physical Education	700—40—1,100—50—1,600	2,200—75—2,800—100—4,000
2	Director/Instructor of Physical Education (Senior Scale)	....	3,000—100—3,500—125—5,000
3	Director/Instructor of Physical Education (Selection Grade)	....	3,700—125—4,950—150—5,700

[illegible]

U.S. Department of Justice, Federal Bureau of Investigation, Washington, D.C. 20535

II. College Teachers

[illegible]

Figure 1

[illegible]
$$x_1, \dots, x_n, y_1, \dots, y_n, z_1, \dots, z_n, w_1, \dots, w_n, v_1, \dots, v_n, u_1, \dots, u_n, t_1, \dots, t_n, s_1, \dots, s_n, r_1, \dots, r_n, q_1, \dots, q_n, p_1, \dots, p_n, o_1, \dots, o_n, n_1, \dots, n_n, m_1, \dots, m_n, l_1, \dots, l_n, k_1, \dots, k_n, j_1, \dots, j_n, i_1, \dots, i_n, h_1, \dots, h_n, g_1, \dots, g_n, f_1, \dots, f_n, e_1, \dots, e_n, d_1, \dots, d_n, c_1, \dots, c_n, b_1, \dots, b_n, a_1, \dots, a_n$$

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Annexure to Government Resolution, Minister and Secretary, Education, Govt. of Madras, 1964-1965

APPENDIX II

1. **Rules for fixation of pay in the Revised Scale.**—(1) The basic pay of a teacher who claims or is deemed to have elected the revised scale of pay from 1st day of January 1966 shall be fixed in the following manner, viz:—

(a) in the case of all teachers:—

(i) An amount representing 20 per cent of the basic pay in the existing scale shall be added to the existing emoluments of a teacher.

(ii) After the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed. Provided that—

(a) if the payment of the revised scale is more than the amount so arrived at, the pay shall be fixed at the maximum of the revised scale.

(b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

Note 1.—Basic pay means the pay which has been ascertained for the post held by a teacher exclusively or in an appointing capacity or in which he is entitled to by reason of his position as a teacher.

Note 2.—Existing emoluments shall include—

(a) The basic pay in the existing scale;

(b) Dearness Allowance and other Dearness Allowance admissible on or 1st January 1964 on the basic pay.

(c) the amount of 1st Income Tax Relief received under G.O. F.U. No. 1264/399 dt. 10, dated 18th November 1960; and 2nd Income Tax Relief admissible on the basic pay in the existing scale.

The table showing the various stages in the existing pay-scale, D. A. and ad-hoc D. A. 1st and 2nd 1. 2. and 3. 4. of the basic pay admissible thereon, is given in Appendix III.

Note 3.—Revised emoluments means the basic pay of a teacher in the revised scale admissible to him.

Note 4.—When the existing emoluments exceeds the revised emoluments in the case of any teacher, the difference shall be allowed as personal pay to be absorbed in future increments in pay.

Note 5.—Where in the fixation of pay under this rule the pay of a teacher drawing pay of more than 5 consecutive stages in an existing scale gets increased, a pay gets fixed in the revised scale at the next stage. The pay in the revised scale of each of these teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stopped up as under by the grant of increment(s) in the revised scale in the following manner, viz:—

(a) For teachers drawing pay from the 6th upto the 10th stage in the existing scale by one increment.

(b) For teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is teaching beyond the 10th stage by 2 increments.

(c) For teachers drawing pay from the 16th upto the 20th stage in the existing scale if there is teaching beyond the 15th stage by 3 increments. If by stopping up of the pay as above, the pay of a teacher gets fixed at a stage in the revised scale which is higher than the stage in the existing scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stopped up only to the extent by which it falls short of that of the former.

Note 6.—Where in the fixation of pay under this rule pay of a teacher who in the existing scale was drawing substantially below the first day of January 1966 same pay than another teacher junior to him in the same scale, gets fixed in the revised scale at a stage lower than that of such junior, his pay shall be stopped up to the same stage in the revised scale as that of the junior.

Note 7.—Where a teacher is in receipt of personal pay on 1st day of January 1966 which, together with the existing emoluments as calculated in accordance with above exceeds the revised emoluments, then the difference representing such excess shall be allowed to such a teacher as personal pay to be absorbed in future increments in pay.

Note 8.—In the case of a teacher promoted to a higher post on or after 1st January 1966, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay fixed in the revised scale of the higher post under normal rules.

Note 9.—In the case of a teacher who is drawing reduced pay as on 1st January 1966 in the existing scale on account of an injury or of partial order the relevant status of the University, the pay in such case should be fixed as under:—

(a) On the basis of pay actually drawn on 1st January 1966, and

(b) On the basis of pay which would have been drawn but for the injury.

The revised pay as fixed at (a) above may be allowed from 1st January 1966 to the date of expiry of pension and the revised pay fixed at (b) from the date following the date of expiry of the pension after allowing increment if any that might have been received (when due in the revised scale during the period from 1st January 1966 to the date of expiry of the pension). The said increment in the revised scale will be regulated in accordance with Rule 2 of these rules.

4. *Rate of pay included in the revised rate* - The rate of pay for a teacher shall be the rate fixed in the revised scale in accordance with Rule 7 and in respect thereof the teacher shall be entitled to be placed in the revised scale from the date of stepping up of the pay in the current scale.

Provided that in cases where the pay of a teacher is stepped up to the limits of the revised scale (1) the new appointment shall be treated as the completion of existing appointment of 15 months from the date of stepping up of the pay in the current scale.

Provided further that in cases where the teacher received the completion of the present appointment (having annual increment) after 15 months (1955) the rate of pay in the revised scale shall be granted at the rate of pay in the revised scale from the date of stepping up of the pay in the current scale and the rate of pay in the revised scale shall be granted in the revised scale from the date of stepping up of the pay in the current scale.

Provided also that in the case of teachers who had been drawing increments of the existing scale for more than a year as on 15th day of January 1955 the rate of pay in the revised scale shall be granted on the 15th day of January 1955.

Provided that in cases where a teacher received the completion of the present appointment (having annual increment) after 15 months (1955) the rate of pay in the revised scale shall be granted at the rate of pay in the revised scale from the date of stepping up of the pay in the current scale.

Provided further that in cases where the teacher drawing pay in the existing pay scale having temporary increments remained in the existing scale after 15th January 1955 the rate of pay in the revised scale shall be granted in the revised scale from the date of stepping up of the pay in the current scale.

Item 1 - Where a teacher who is held up in the stage of appointment at Rs. 1,100 in the pay scale of Rs. 1,100-1,200 where he is deemed to have stepped up in the revised scale, he shall be held up in the revised scale and the rate of pay in the revised scale shall be granted to him from the date of stepping up of the pay in the current scale provided that if the teacher's appointment is held up in the revised scale after the date of stepping up of the pay in the current scale, the rate of pay in the revised scale shall be granted to him from the date of stepping up of the pay in the current scale.

Item 2 - In the case of a teacher who has been in a present scale of pay having increments and who after the revised scale of pay the rate of pay in the revised scale shall be granted to him from the date of stepping up of the pay in the current scale.

Item 3 - Where a teacher who is held up in the present scale of pay after the revised scale of pay, it would be possible to the date of 1955.

Item 4 - Where the teacher's appointment in the present scale was for the period more than 1955, the teacher would be eligible for the completion of service for the revised scale of pay.

Item 5 - (a) In the case of a teacher whose appointment in the present scale was on 15th January 1955, the rate of pay in the revised scale shall be granted to him from the date of stepping up of the pay in the current scale.

(b) Where a teacher has been appointed under the revised scale in 1955, the rate of pay in the revised scale shall be granted to him from the date of stepping up of the pay in the current scale.

Item 6 - *Placing of pay in the revised scale subsequent to the first day of January 1955* - Where a teacher's appointment in the revised scale is in the revised scale of pay in the revised scale from the date of stepping up of the pay in the current scale.

(a) In respect of a teacher who is held up in the present scale of pay after the revised scale of pay in the revised scale from the date of stepping up of the pay in the current scale, the rate of pay in the revised scale shall be granted to him from the date of stepping up of the pay in the current scale.

(b) In the case of a teacher who is held up in the present scale of pay after the revised scale of pay in the revised scale from the date of stepping up of the pay in the current scale, the rate of pay in the revised scale shall be granted to him from the date of stepping up of the pay in the current scale.

Approved by the Government of India, New Delhi, on 12th January 1966

STATEMENT No. 1 to 12

STATEMENT No. 1

Existing Scale - Rs. 700 - 80 - 1,000 - 30 - 1,600
Revised Scale - Rs. 2,000 - 75 - 2,300 - 400 - 1,600

Basic Pay as on 1st January 1966	Dearness Allowance as on 1st January 1966	Basic Rate of 1	Basic Rate of 2	Ad hoc Increase of 10 per cent	Total Column 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	1,053 30	70 00	75 00	140 00	2,033 30	2,250 00
740	1 15 70	70 00	75 00	144 00	2,144 70	2,300 00
780	1 173 90	70 00	75 00	156 00	2,257 90	2,375 00
820	1 231 60	70 00	82 00	164 00	2,367 60	2,425 00
860	1 286 80	70 00	86 00	172 00	2,474 80	2,500 00
900	1 342 00	70 00	90 00	180 00	2,582 00	2,650 00
940	1 385 20	70 00	94 00	188 00	2,677 20	2,725 00
980	1 428 40	70 00	98 00	196 00	2,772 40	2,800 00
1,020	1 450 00	70 00	102 00	204 00	2,845 00	2,900 00
1,060	1 450 00	70 00	106 00	212 00	2,898 00	2,950 00
1,100	1 450 00	70 00	110 00	220 00	2,950 00	3,000 00
1,150	1 450 00	70 00	115 00	230 00	3,015 00	3,100 00
1,200	1 450 00	70 00	120 00	240 00	3,080 00	3,200 00
1,250	1 450 00	70 00	125 00	250 00	3,145 00	3,300 00
1,300	1 450 00	70 00	130 00	260 00	3,210 00	3,400 00
1,350	1 450 00	70 00	135 00	270 00	3,275 00	3,500 00
1,400	1 450 00	70 00	140 00	280 00	3,340 00	3,600 00
1,450	1 450 00	70 00	145 00	290 00	3,405 00	3,700 00
1,500	1 450 00	70 00	150 00	300 00	3,470 00	3,800 00
1,550	1 470 00	70 00	155 00	310 00	3,555 00	3,900 00
1,600	1 500 00	80 00	160 00	320 00	3,660 00	4,000 00

STATEMENT No. 2

Existing Scale - Rs. 700 - 80 - 1,000 - 30 - 1,600
Revised Scale - Rs. 2,000 - 100 - 2,300 - 125 - 3,000

Basic Pay as on 1st January 1966	Dearness Allowance as on 1st January 1966	Basic Rate of 1	Basic Rate of 2	Ad hoc Increase of 20 per cent	Total Column 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	1,053 30	70 00	75 00	140 00	2,033 30	3,000 00
740	1,113 70	70 00	75 00	144 00	2,144 70	3,000 00
780	1 173 90	70 00	75 00	156 00	2,257 90	3,000 00
820	1 231 60	70 00	82 00	164 00	2,367 60	3,000 00
860	1 286 80	70 00	86 00	172 00	2,474 80	3,000 00
900	1 342 00	70 00	90 00	180 00	2,582 00	3,000 00
940	1 385 20	70 00	94 00	188 00	2,677 20	3,000 00
980	1 428 40	70 00	98 00	196 00	2,772 40	3,000 00
1,020	1 450 00	70 00	102 00	204 00	2,845 00	3,000 00
1,060	1 450 00	70 00	106 00	212 00	2,898 00	3,000 00
1,100	1 450 00	70 00	110 00	220 00	2,950 00	3,000 00
1,150	1 450 00	70 00	115 00	230 00	3,015 00	3,100 00
1,200	1 450 00	70 00	120 00	240 00	3,080 00	3,200 00
1,250	1 450 00	70 00	125 00	250 00	3,145 00	3,300 00
1,300	1 450 00	70 00	130 00	260 00	3,210 00	3,400 00
1,350	1 450 00	70 00	135 00	270 00	3,275 00	3,500 00
1,400	1 450 00	70 00	140 00	280 00	3,340 00	3,600 00
1,450	1 450 00	70 00	145 00	290 00	3,405 00	3,700 00
1,500	1 450 00	70 00	150 00	300 00	3,470 00	3,800 00
1,550	1 470 00	70 00	155 00	310 00	3,555 00	3,900 00
1,600	1,500 00	80 00	160 00	320 00	3,660 00	4,000 00

STATEMENT No. 3

Existing Scale : Rs. 700—1,000—1,300—1,600
 Revised Scale : Rs. 3,700—4,250—4,900—5,700

Basic Pay as on 1 January 1966	Increment Allowance as on 1st January 1966	Basic Salary 1	Basic Salary 2	Ad-Juv. Increment of 20 per cent	Total Column 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
1141	1,053.30	70.00	70.00	140.00	2,033.30	3,700.00
1141	1,113.70	70.00	74.00	148.00	2,145.70	3,700.00
1141	1,175.90	70.00	78.00	156.00	2,257.90	3,700.00
1141	1,241.60	70.00	82.00	164.00	2,367.60	3,700.00
1141	1,271.60	70.00	86.00	172.00	2,474.60	3,700.00
1141	1,286.80	70.00	90.00	180.00	2,582.80	3,700.00
1141	1,342.00	70.00	94.00	188.00	2,677.20	3,700.00
1141	1,385.00	70.00	98.00	196.00	2,772.40	3,700.00
1141	1,428.00	70.00	102.00	204.00	2,866.00	3,700.00
1141	1,470.00	70.00	106.00	212.00	2,958.00	3,700.00
1141	1,490.00	70.00	110.00	220.00	3,090.00	3,700.00
1141	1,490.00	70.00	115.00	230.00	3,015.00	3,700.00
1141	1,490.00	70.00	120.00	240.00	3,080.00	3,700.00
1141	1,490.00	70.00	125.00	250.00	3,145.00	3,700.00
1141	1,490.00	70.00	130.00	260.00	3,210.00	3,700.00
1141	1,490.00	70.00	135.00	270.00	3,275.00	3,700.00
1141	1,490.00	70.00	140.00	280.00	3,340.00	3,700.00
1141	1,490.00	70.00	145.00	290.00	3,405.00	3,700.00
1141	1,490.00	70.00	150.00	300.00	3,470.00	3,700.00
1141	1,490.00	70.00	155.00	310.00	3,535.00	3,700.00
1141	1,490.00	70.00	160.00	320.00	3,600.00	3,700.00
1141	1,490.00	70.00	165.00	330.00	3,665.00	3,700.00
1141	1,490.00	70.00	170.00	340.00	3,730.00	3,700.00
1141	1,490.00	70.00	175.00	350.00	3,795.00	3,700.00
1141	1,490.00	70.00	180.00	360.00	3,860.00	3,700.00
1141	1,490.00	70.00	185.00	370.00	3,925.00	3,700.00
1141	1,490.00	70.00	190.00	380.00	3,990.00	3,700.00
1141	1,490.00	70.00	195.00	390.00	4,055.00	3,700.00
1141	1,490.00	70.00	200.00	400.00	4,120.00	3,700.00
1141	1,490.00	70.00	205.00	410.00	4,185.00	3,700.00
1141	1,490.00	70.00	210.00	420.00	4,250.00	3,700.00
1141	1,490.00	70.00	215.00	430.00	4,315.00	3,700.00
1141	1,490.00	70.00	220.00	440.00	4,380.00	3,700.00
1141	1,490.00	70.00	225.00	450.00	4,445.00	3,700.00
1141	1,490.00	70.00	230.00	460.00	4,510.00	3,700.00
1141	1,490.00	70.00	235.00	470.00	4,575.00	3,700.00
1141	1,490.00	70.00	240.00	480.00	4,640.00	3,700.00
1141	1,490.00	70.00	245.00	490.00	4,705.00	3,700.00
1141	1,490.00	70.00	250.00	500.00	4,770.00	3,700.00
1141	1,490.00	70.00	255.00	510.00	4,835.00	3,700.00
1141	1,490.00	70.00	260.00	520.00	4,900.00	3,700.00
1141	1,490.00	70.00	265.00	530.00	4,965.00	3,700.00
1141	1,490.00	70.00	270.00	540.00	5,030.00	3,700.00
1141	1,490.00	70.00	275.00	550.00	5,095.00	3,700.00
1141	1,490.00	70.00	280.00	560.00	5,160.00	3,700.00
1141	1,490.00	70.00	285.00	570.00	5,225.00	3,700.00
1141	1,490.00	70.00	290.00	580.00	5,290.00	3,700.00
1141	1,490.00	70.00	295.00	590.00	5,355.00	3,700.00
1141	1,490.00	70.00	300.00	600.00	5,420.00	3,700.00
1141	1,490.00	70.00	305.00	610.00	5,485.00	3,700.00
1141	1,490.00	70.00	310.00	620.00	5,550.00	3,700.00
1141	1,490.00	70.00	315.00	630.00	5,615.00	3,700.00
1141	1,490.00	70.00	320.00	640.00	5,680.00	3,700.00
1141	1,490.00	70.00	325.00	650.00	5,745.00	3,700.00
1141	1,490.00	70.00	330.00	660.00	5,810.00	3,700.00
1141	1,490.00	70.00	335.00	670.00	5,875.00	3,700.00
1141	1,490.00	70.00	340.00	680.00	5,940.00	3,700.00
1141	1,490.00	70.00	345.00	690.00	6,005.00	3,700.00
1141	1,490.00	70.00	350.00	700.00	6,070.00	3,700.00
1141	1,490.00	70.00	355.00	710.00	6,135.00	3,700.00
1141	1,490.00	70.00	360.00	720.00	6,200.00	3,700.00
1141	1,490.00	70.00	365.00	730.00	6,265.00	3,700.00
1141	1,490.00	70.00	370.00	740.00	6,330.00	3,700.00
1141	1,490.00	70.00	375.00	750.00	6,395.00	3,700.00
1141	1,490.00	70.00	380.00	760.00	6,460.00	3,700.00
1141	1,490.00	70.00	385.00	770.00	6,525.00	3,700.00
1141	1,490.00	70.00	390.00	780.00	6,590.00	3,700.00
1141	1,490.00	70.00	395.00	790.00	6,655.00	3,700.00
1141	1,490.00	70.00	400.00	800.00	6,720.00	3,700.00
1141	1,490.00	70.00	405.00	810.00	6,785.00	3,700.00
1141	1,490.00	70.00	410.00	820.00	6,850.00	3,700.00
1141	1,490.00	70.00	415.00	830.00	6,915.00	3,700.00
1141	1,490.00	70.00	420.00	840.00	6,980.00	3,700.00
1141	1,490.00	70.00	425.00	850.00	7,045.00	3,700.00
1141	1,490.00	70.00	430.00	860.00	7,110.00	3,700.00
1141	1,490.00	70.00	435.00	870.00	7,175.00	3,700.00
1141	1,490.00	70.00	440.00	880.00	7,240.00	3,700.00
1141	1,490.00	70.00	445.00	890.00	7,305.00	3,700.00
1141	1,490.00	70.00	450.00	900.00	7,370.00	3,700.00
1141	1,490.00	70.00	455.00	910.00	7,435.00	3,700.00
1141	1,490.00	70.00	460.00	920.00	7,500.00	3,700.00
1141	1,490.00	70.00	465.00	930.00	7,565.00	3,700.00
1141	1,490.00	70.00	470.00	940.00	7,630.00	3,700.00
1141	1,490.00	70.00	475.00	950.00	7,695.00	3,700.00
1141	1,490.00	70.00	480.00	960.00	7,760.00	3,700.00
1141	1,490.00	70.00	485.00	970.00	7,825.00	3,700.00
1141	1,490.00	70.00	490.00	980.00	7,890.00	3,700.00
1141	1,490.00	70.00	495.00	990.00	7,955.00	3,700.00
1141	1,490.00	70.00	500.00	1,000.00	8,020.00	3,700.00
1141	1,490.00	70.00	505.00	1,010.00	8,085.00	3,700.00
1141	1,490.00	70.00	510.00	1,020.00	8,150.00	3,700.00
1141	1,490.00	70.00	515.00	1,030.00	8,215.00	3,700.00
1141	1,490.00	70.00	520.00	1,040.00	8,280.00	3,700.00
1141	1,490.00	70.00	525.00	1,050.00	8,345.00	3,700.00
1141	1,490.00	70.00	530.00	1,060.00	8,410.00	3,700.00
1141	1,490.00	70.00	535.00	1,070.00	8,475.00	3,700.00
1141	1,490.00	70.00	540.00	1,080.00	8,540.00	3,700.00
1141	1,490.00	70.00	545.00	1,090.00	8,605.00	3,700.00
1141	1,490.00	70.00	550.00	1,100.00	8,670.00	3,700.00
1141	1,490.00	70.00	555.00	1,110.00	8,735.00	3,700.00
1141	1,490.00	70.00	560.00	1,120.00	8,800.00	3,700.00
1141	1,490.00	70.00	565.00	1,130.00	8,865.00	3,700.00
1141	1,490.00	70.00	570.00	1,140.00	8,930.00	3,700.00
1141	1,490.00	70.00	575.00	1,150.00	8,995.00	3,700.00
1141	1,490.00	70.00	580.00	1,160.00	9,060.00	3,700.00
1141	1,490.00	70.00	585.00	1,170.00	9,125.00	3,700.00
1141	1,490.00	70.00	590.00	1,180.00	9,190.00	3,700.00
1141	1,490.00	70.00	595.00	1,190.00	9,255.00	3,700.00
1141	1,490.00	70.00	600.00	1,200.00	9,320.00	3,700.00
1141	1,490.00	70.00	605.00	1,210.00	9,385.00	3,700.00
1141	1,490.00	70.00	610.00	1,220.00	9,450.00	3,700.00
1141	1,490.00	70.00	615.00	1,230.00	9,515.00	3,700.00
1141	1,490.00	70.00	620.00	1,240.00	9,580.00	3,700.00
1141	1,490.00	70.00	625.00	1,250.00	9,645.00	3,700.00
1141	1,490.00	70.00	630.00	1,260.00	9,710.00	3,700.00
1141	1,490.00	70.00	635.00	1,270.00	9,775.00	3,700.00
1141	1,490.00	70.00	640.00	1,280.00	9,840.00	3,700.00
1141	1,490.00	70.00	645.00	1,290.00	9,905.00	3,700.00
1141	1,490.00	70.00	650.00	1,300.00	9,970.00	3,700.00
1141	1,490.00	70.00	655.00	1,310.00	10,035.00	3,700.00
1141	1,490.00	70.00	660.00	1,320.00	10,100.00	3,700.00
1141	1,490.00	70.00	665.00	1,330.00	10,165.00	3,700.00
1141	1,490.00	70.00	670.00	1,340.00	10,230.00	3,700.00
1141	1,490.00	70.00	675.00	1,350.00	10,295.00	3,700.00
1141	1,490.00	70.00	680.00	1,360.00	10,360.00	3,700.00
1141	1,490.00	70.00	685.00	1,370.00	10,425.00	3,700.00
1141	1,490.00	70.00	690.00	1,380.00	10,490.00	3,700.00
1141	1,490.00	70.00	695.00	1,390.00	10,555.00	3,700.00
1141	1,490.00	70.00	700.00	1,400.00	10,620.00	3,700.00
1141	1,490.00	70.00	705.00	1,410.00	10,685.00	3,700.00
1141	1,490.00	70.00	710.00	1,420.00	10,750.00	3,700.00
1141	1,490.00	70.00	715.00	1,430.00	10,815.00	3,700.00
1141	1,490.00	70.00	720.00	1,440.00	10,880.00	3,700.00
1141	1,490.00	70.00	725.00	1,450.00	10,945.00	3,700.00
1141	1,490.00	70.00	730.00	1,460.00	11,010.00	3,700.00
1141	1,490.00	70.00	735.00	1,470.00	11,075.00	3,700.00
1141	1,490.00	70.00	740.00	1,480.00	11,140.00	3,700.00
1141	1,490.00	70.00	745.00	1,490.00	11,205.00	3,700.00
1141						

STATEMENT No. 5

Printing Scale - Rs. 1,200-50-1,300-40-1,900

Revised Scale - Rs. 3,700-125-4,950-150-5,700

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Family Grant (*)	House Rent (*)	Ad-hoc Increase of 20 per cent	Total Column 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1200	1,450 00	70 00	120 00	240 00	3,080 00	3,700 00
1250	1,450 00	70 00	125 00	250 00	3,145 00	3,700 00
1300	1,450 00	70 00	130 00	260 00	3,210 00	3,700 00
1360	1,450 00	70 00	136 00	272 00	3,288 00	3,700 00
1420	1,450 00	70 00	142 00	284 00	3,366 00	3,700 00
1480	1,450 00	70 00	148 00	296 00	3,444 00	3,700 00
1540	1,454 00	70 00	154 00	308 00	3,536 00	3,700 00
1600	1,500 00	80 00	160 00	320 00	3,600 00	3,700 00
1660	1,543 00	80 00	166 00	332 00	3,781 00	3,825 00
1720	1,599 00	80 00	172 00	344 00	3,915 00	3,950 00
1780	1,655 00	80 00	178 00	356 00	4,049 00	4,075 00
1840	1,711 20	80 00	184 00	368 00	4,183 20	4,200 00
1900	1,767 00	80 00	190 00	380 00	4,317 00	4,325 00

*Pay to be stepped up to Rs. 3,825 under Note 5 of rule 1.

STATEMENT No. 6

Printing Scale—Rs. 1,500-40-1,800-100-2,000-125/2-2,300

Revised Scale—Rs. 4,950-150-5,700

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Family Grant (*)	House Rent (*)	Ad-hoc Increase of 20 per cent	Total of Column 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1,500	1,490 00	70 00	150 00	300 00	3,470 00	4,500 00
1,560	1,476 00	70 00	156 00	312 00	3,574 00	4,500 00
1,620	1,512 00	80 00	162 00	324 00	3,698 00	4,500 00
1,680	1,562 40	80 00	168 00	336 00	3,826 40	4,500 00
1,740	1,618 20	80 00	174 00	348 00	3,960 20	4,500 00
1,800	1,674 00	80 00	180 00	360 00	4,094 00	4,500 00
1,900	1,767 00	80 00	190 00	380 00	4,317 00	4,500 00
2,000	1,860 00	80 00	200 00	400 00	4,540 00	4,650 00
2,125	1,976 30	80 00	213 00	425 00	4,819 30	4,950 00
2,250	2,092 50	100 00	225 00	450 00	5,117 50	5,250 00
2,375	2,208 80	100 00	238 00	475 00	5,396 80	5,400 00
2,500	2,325 00	100 00	250 00	500 00	5,675 00	5,700 00

*Pay to be stepped up to Rs. 4,650 under Note 5 of rule 1

STATEMENT No. 7

Existing Scale—Rs. 1,300—60—1,300—100—2,000—125/3—2,300

Revised Scale—Rs. 4,500—150—5,700—200—6,300

Basic Pay as on 1st January 1966	Dearness Allowance as on 1st January 1966	Interim Relief I	Interim Relief II	Ad-hoc Increase of 20 per cent	Total of columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1,300	1,450.00	70.00	150.00	300.00	3,470.00	4,500.00
1,360	1,476.00	70.00	156.00	312.00	3,574.00	4,500.00
1,420	1,512.00	80.00	162.00	324.00	3,698.00	4,500.00
1,480	1,562.40	80.00	168.00	336.00	3,826.40	4,500.00
1,540	1,619.20	80.00	174.00	348.00	3,960.20	4,500.00
1,600	1,674.00	80.00	180.00	360.00	4,094.00	4,500.00
1,660	1,747.00	80.00	190.00	380.00	4,317.00	4,500.00
1,700	1,787.00	80.00	200.00	400.00	4,540.00	4,500.00
1,800	1,880.00	80.00	213.00	425.00	4,819.00	4,950.00
2,000	1,976.30	80.00	225.00	450.00	5,117.30	5,250.00
2,125	2,092.00	100.00	238.00	475.00	5,396.00	5,400.00
2,250	2,208.80	100.00	250.00	500.00	5,675.00	5,700.00
2,375	2,325.00	100.00	250.00	500.00	5,675.00	5,700.00
2,500	2,325.00	100.00	250.00	500.00	5,675.00	5,700.00

*Pay to be stopped up to Rs. 4,600 under Note 5 of rule 1.

STATEMENT No. 8

Existing Scale—Rs. 1,300—60—1,300—100—2,000—125/3—2,300

Revised Scale—Rs. 4,500—150—5,700—200—6,300

Basic Pay as on 1st January 1966	Dearness Allowance as on 1st January 1966	Interim Relief I	Interim Relief II	Ad-hoc Increase of 20 per cent	Total of columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
1,300	1,450.00	70.00	150.00	300.00	3,470.00	4,500.00
1,360	1,476.00	70.00	156.00	312.00	3,574.00	4,500.00
1,420	1,512.00	80.00	162.00	324.00	3,698.00	4,500.00
1,480	1,562.00	80.00	168.00	336.00	3,826.00	4,500.00
1,540	1,619.00	80.00	174.00	348.00	3,960.00	4,500.00
1,600	1,674.00	80.00	180.00	360.00	4,094.00	4,500.00
1,660	1,747.00	80.00	190.00	380.00	4,317.00	4,500.00
1,700	1,787.00	80.00	200.00	400.00	4,540.00	4,500.00
1,800	1,880.00	80.00	213.00	425.00	4,819.00	4,950.00
2,000	1,976.30	80.00	225.00	450.00	5,117.30	5,250.00
2,125	2,092.00	100.00	238.00	475.00	5,396.00	5,400.00
2,250	2,208.80	100.00	250.00	500.00	5,675.00	5,700.00
2,375	2,325.00	100.00	250.00	500.00	5,675.00	5,700.00
2,500	2,325.00	100.00	250.00	500.00	5,675.00	5,700.00

*Pay to be stopped up to Rs. 4,600 under Note 5 below rule 1

STATEMENT No. 9

Existing Scale .. Rs. 425-15-500-25-550-30-600 (15 Years).

Revised Scale .. Rs. 1,400-40-1,800-80-2,300 (20 Years).

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc Increase of 20 per cent	Total of columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
425	756.60	60.00	50.00	85.00	1,376.60	1,400.00
440	763.00	60.00	50.00	88.00	1,401.00	1,440.00
455	769.40	60.00	50.00	91.00	1,425.40	1,480.00
470	775.80	60.00	50.00	94.00	1,449.80	1,480.00
485	782.10	60.00	50.00	97.00	1,474.10	1,480.00
500	788.50	60.00	50.00	100.00	1,498.50	1,520.00
515	794.90	60.00	52.00	103.00	1,524.90	1,560.00
530	801.30	60.00	53.00	106.00	1,550.30	1,560.00
545	807.70	60.00	55.00	109.00	1,589.70	1,600.00
560	814.10	60.00	56.00	112.00	1,630.10	1,640.00
580	827.90	60.00	58.00	116.00	1,681.90	1,720.00
600	840.00	60.00	60.00	120.00	1,740.00	1,760.00
620	853.10	60.00	62.00	124.00	1,799.10	1,800.00
640	866.20	60.00	64.00	128.00	1,858.20	1,900.00
660	879.30	60.00	66.00	132.00	1,917.30	1,990.00
680	1,023.40	40.00	68.00	136.00	1,967.40	2,000.00
700	1,033.50	70.00	70.00	140.00	2,033.50	2,090.00

STATEMENT No. 10

Existing Scale .. Rs. 550-25-750-25-950 (15 Years).

Revised Scale .. Rs. 1,640-40-2,000-80-2,500 (20 Years).

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Interim Relief I	Interim Relief II	Ad-hoc Increase of 20 per cent	Total of columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
550	827.80	60.00	55.00	110.00	1,602.80	1,640.00
575	863.40	60.00	58.00	115.00	1,673.40	1,700.00
600	903.00	60.00	60.00	120.00	1,743.00	1,760.00
625	940.00	60.00	63.00	125.00	1,813.00	1,820.00
650	978.30	60.00	65.00	130.00	1,883.30	1,840.00
675	1,013.90	60.00	68.00	135.00	1,953.90	2,000.00
700	1,053.50	70.00	70.00	140.00	2,033.50	2,060.00
725	1,091.10	70.00	73.00	145.00	2,104.10	2,120.00
750	1,128.80	70.00	75.00	150.00	2,178.80	2,180.00
780	1,173.90	70.00	78.00	156.00	2,257.90	2,300.00
810	1,217.80	70.00	81.00	162.00	2,340.80	2,360.00
840	1,259.20	70.00	84.00	168.00	2,421.20	2,480.00
870	1,300.00	70.00	87.00	174.00	2,501.00	2,540.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,600.00

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III

STATEMENT No. 11

Existing Scale : Rs. 700-40-1,100 (10 years).

Revised Scale : Rs. 2,000-40-2,300-50-2,500-75-2,800-100-3,000 (20 years)

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Retention Grade I	Retention Grade II	After Increase of 20 per cent	Total of Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	1,053.50	70.00	70.00	140.00	2,033.50	2,000.00
740	1,113.70	70.00	74.00	148.00	2,145.70	2,100.00
780	1,173.90	70.00	78.00	156.00	2,257.90	2,300.00
820	1,231.60	70.00	82.00	164.00	2,367.60	2,375.00
860	1,286.80	70.00	86.00	172.00	2,474.80	2,425.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,600.00
940	1,385.20	70.00	94.00	188.00	2,677.20	2,750.00
980	1,428.40	70.00	98.00	196.00	2,772.40	2,825.00
1020	1,430.00	70.00	102.00	204.00	2,846.00	2,900.00
1060	1,450.00	70.00	106.00	212.00	2,898.00	2,900.00
1100	1,450.00	70.00	110.00	220.00	2,920.00	2,975.00

STATEMENT No. 12

Existing Scale : Rs. 700-40-1,100-50-1,500 (14 years)

Revised scale : Rs. 2,200-75-2,600-20-3,000 (17 years)

Basic Pay as on 1st January 1986	Dearness Allowance as on 1st January 1986	Retention Grade I	Retention Grade II	After Increase of 20 per cent	Total of Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
700	1,053.50	70.00	70.00	140.00	2,033.50	2,200.00
740	1,113.70	70.00	74.00	148.00	2,145.70	2,200.00
780	1,172.90	70.00	78.00	156.00	2,257.90	2,275.00
820	1,231.60	70.00	82.00	164.00	2,367.60	2,425.00
860	1,286.80	70.00	86.00	172.00	2,474.80	2,500.00
900	1,342.00	70.00	90.00	180.00	2,582.00	2,635.00
940	1,385.20	70.00	94.00	188.00	2,677.20	2,725.00
980	1,428.40	70.00	98.00	196.00	2,772.40	2,800.00
1020	1,430.00	70.00	102.00	204.00	2,846.00	2,900.00
1060	1,450.00	70.00	106.00	212.00	2,898.00	2,900.00
1100	1,450.00	70.00	110.00	220.00	2,920.00	3,000.00
1150	1,450.00	70.00	115.00	230.00	3,015.00	3,100.00
1200	1,450.00	70.00	120.00	240.00	3,080.00	3,100.00
1250	1,450.00	70.00	125.00	250.00	3,145.00	3,200.00
1300	1,450.00	70.00	130.00	260.00	3,210.00	3,300.00

STATEMENT No. 13

Existing Scale: Rs. 300—20—700—25—900—(18 years)

Revised Scale: Rs. 1,740—60—2,300—80—3,000—(20 years)

Basic Pay as on 1st January 1946	Dearness Allowance as on 1st January 1946	Leave Gratuity	Family Grant II	Office Allowance of 20 per cent	Total of Columns 1 to 5	Pay in the revised scale
1	2	3	4	5	6	7
Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
300	788.30	60.00	30.00	100.00	1,698.30	1,740.00
320	797.00	60.00	32.00	104.00	1,933.00	1,740.00
340	812.70	60.00	34.00	108.00	1,974.70	1,740.00
360	842.80	60.00	36.00	112.00	2,030.80	1,740.00
380	872.90	60.00	38.00	116.00	2,066.90	1,740.00
400	903.00	60.00	40.00	120.00	2,143.00	1,800.00
420	933.10	60.00	42.00	124.00	2,199.10	1,800.00
440	963.20	60.00	44.00	128.00	2,235.20	1,800.00
460	993.30	60.00	46.00	132.00	2,311.30	1,920.00
480	1,023.40	60.00	48.00	136.00	2,367.40	1,920.00
500	1,053.50	70.00	50.00	140.00	2,433.50	2,040.00
520	1,091.10	70.00	52.00	145.00	2,508.10	2,160.00
540	1,128.80	70.00	54.00	150.00	2,572.80	2,220.00
560	1,166.40	70.00	56.00	155.00	2,647.40	2,280.00
580	1,204.00	70.00	58.00	160.00	2,714.00	2,340.00
600	1,238.50	70.00	60.00	165.00	2,781.50	2,400.00
620	1,273.00	70.00	62.00	170.00	2,848.00	2,460.00
640	1,307.50	70.00	64.00	175.00	2,912.50	2,520.00
660	1,342.00	70.00	66.00	180.00	2,958.00	2,640.00

Accountant to Government Resolution, Education and Employment Department No. NGC. 1286(1224)/UN-4
dated 27th February 1969

APPENDIX IV

Form of Agreement

THIS AGREEMENT made this day of One thousand
Nine hundred and Eighty-nine between Sri/Smt./Kam
Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor of
Principal of College/University Established by
hereinafter referred to as "the Employee" (which expression shall unless the context does
not so admit include his/her heirs, successors and administrators of the One Part and
College/University hereinafter referred to as "the said College/University" of the Other Part.

WHEREAS the Employee has been working as a Demonstrator/Tutor/Reader/Senior/Junior Lecturer/Professor
of/Principal of the said College/University from the
day of 196

AND WHEREAS the Government of Maharashtra has by Government Resolution, Education and Employment
Department bearing No. NGC. 1286(1224)/UN-4, dated the 27th February 1969 (hereinafter referred to as "the
said Resolution" a copy whereof is annexed hereto) sanctioned a scheme for revision of the pay-scale of the University
and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revise the pay scale of the Employee as
the Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of
Maharashtra by the said Resolution which the Employee has agreed to do.

NOW THIS AGREEMENT WITNESSETH AND IT IS HEREBY AGREED AND DECIDED by and between
Parties hereto as follows :-

In consideration of the said College/University agreeing to revise the pay scale of the Employee and to pay to him
his remuneration as may be payable to him/her as per the said relevant revised scale applicable to him/her as
specified in the said Resolution, notwithstanding anything to the contrary in that regard contained in his/her contract
of service and/or conditions of service the Employee both hereby, -

- (1) agree, accept and duly comply with the terms and conditions specified in the said Government Resolution ;
- (2) agree to have these conditions inserted in the contract of his appointment which he has already executed or
which he may have to execute hereafter ;
- (3) agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised
pay scales.

IN WITNESS WHEREOF Sri/Smt./Kam the Employee
above named has hereto set his/her hand and

Common Seal of University has been hereunto affixed.

Members of the Managing Committee/Governing Body of have
set their respective hands the day and year first hereinabove written.
Signed and delivered by—

Sri/Smt./Kam the Employee abovesaid in the
presence of—

1.
2.
3.

Or

Signed and delivered by—

1.
2.
3.
4.
5. i.e. the present Members of the Managing Committee/
Governing Body of
in the presence of

1.
2.